



# Case Study

Tailored HRO for a fast growing mining company



## BACKGROUND

An ASX listed lithium mining and processing company headquartered in Perth, Western Australia, our client operates a mine on the south coast of WA, not far from the town of Ravensthorpe and a lithium carbonate plant in Guangzhou, China. The company also has plans to develop further operations in North and South America.

## THE CLIENT CHALLENGE

The company is a relatively small organisation with about 70 employees in Australia and 170 in China, which understands the importance of HR to its development and growth, with support required at both strategic and operations levels: However, investing in a full-time HR resource was not justifiable. The company was seeking a fit for purpose combination of strong HR capability with a commensurately sensible level of investment. The challenge was to secure the best of both worlds.

## HARRIER'S SOLUTION

Harrier developed an outsourced HR solution that offered the client the necessary type and level of HR support required by the business in a highly flexible way. Harrier provided a dedicated and experienced HR Manager to agreed service levels, who was also available at short notice for additional support as required.

Our client continues to enjoy the balance and flexibility it was seeking through the assured services of a highly experienced HR manager who works with the executives and operational management of the business. This HR manager knows and understands the business and has developed a strong rapport with the company's executive and management teams. The integration of HR support is seamless and it is always conveniently available. The HR support is provided to all levels of the organisation from the corporate strategic level to the operational.

## OUTCOMES DELIVERED

Harrier has delivered:

- A suite of fit for purpose HR policies and procedures aligned to business needs
- HR business partnering support, including employee management, performance counselling, disciplinary matters, HR reporting, advice and support to managers and supervisors, recruitment support and remuneration
- Business HR projects, including corporate HR support for operations in China, HR due diligence on mergers and acquisitions opportunities, contracts reviews, remuneration reviews, ER, company climate surveys and EAP implementation.

